Aviation LDO/CWO Detailer's Corner

NAVY PERSONNEL COMMAND

Bureau of Naval Personnel

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AVIATION LDO/CWO ASSIGNMENT BRANCH

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Opening Remarks

Welcome from the Aviation Assignments Detailers. This has been a huge year thus far within our Community. We urge you to contact us early and often especially if you are coming into zone for the FY-18 Board Cycle. Reviewing your record on a monthly basis will properly prepare you for the next step in your Career path.

NAVADMIN 182/16 addresses O5 and O6 Time in Grade (TIG) waivers for Voluntary Retirement.

NAVADMIN 186/16 removes the requirement for full length Officer photos for the selection boards. Although these photos will no longer be required for the board, they are still required to be up to date and in your Official Officer Record.

Future trips: Tidewater, Whidbey Island and Japan (January).

Starting to see some instances where Officers are not reading orders IN THEIR ENTIRETY. If there are any questions, please contact your detailer.

REQUIRED READING !!!
NEW INFORMATION.....

- Please read NAVADMIN 182/16 (TIG/NLG Waivers), NAVADMIN 186/16 (Elimination of the photo during selection boards).
- Designator Glideslope Charts (Slides 27-35)
- Talent Management (informational) (Slides 36-45)
- VOL/Retirement Requests. Refer to NAVADMIN 1810-020. Please notify detailers 15 months in advance if you plan to submit your VOL/RET request. This assists the detailing process in order to not gap a billet.

PII Information

- Detailers do not require or desire SSNs in correspondence or email.

- When submitting copies of official correspondence with PII sensitive information ensure your documents are sent encrypted.

Detailing / Orders Negotiation ROE

- Email your top 3 billets and top 3 duty locations (duty preference) to your Detailer 2-3 months prior to your negotiation window.
- Paramount for all constituents to keep Point-Of-Contact (POC) information current (Email & Phone #).
- Be prepared to make a career decision (choice of orders) when you call your Detailer. Delayed decisions result in missed opportunities as others are seeking the same billets.
- Extending your PRD for Orders is a non-starter. This only changes your negotiation window. Detailers will advise constituents if PRD needs to be adjusted for career progression.

Detailing / Orders Negotiation ROE

- If you receive follow-on orders to the same Geographical Location with required training en-route , expect to schedule training through DTS and complete prior to transferring to your next command. NPC will still fund the required training. Applicable text is included in your orders. Read them closely.

- Eight year waiver requests for all Aviation Designators has been rescinded. LDOs are back to a 10 year payback.

- Review the Job Openings Listings on the NPC website prior to calling for orders. These jobs are it. There are no hidden billets, so be ready to negotiate from those listed billets when you call.

Detailing Window

- OVERSEAS, IA, GSA = 13 months out from PRD.
  - All accompanied = 36 months. Unaccompanied 12-24 depending on the location.
- All other windows 12 months out from PRD

JSF / BUPERS Billets

- Minimum Requirements: Top Secret Security Clearance with SCI eligibility. Officers can not be married to foreign national.

Shore Duty Length

- Expect CONUS “I” Level shore duty orders to be written for 30 months for (633X/733X) designators.
- OCONUS accompanied tours and isolated CONUS shore tours (Fallon, China Lake, PAX, El Centro, Tinker, etc.) duty driven by DOD prescribed tour lengths of 36 months for all designators.
- All designators will be assigned 36 months post O4 pinnacle tour or CWO promotes to CWO5.

O4 Pinnacle Tours

- 24 month tours for CAGMO, 30-36 months for IM1, Handler, OHO, & LHA/D MO to balance community inventory, fitrep competition, & command continuity.
- Tour Timing – 12-24 months O4 TIG to ensure this tour (DH equivalent) is completed prior to your O5 Statutory Promotion Board.

DZR AQD Guidance

Manual of Navy Officer Manpower and Personnel Classifications
Volume I
Major Code Structures
NAVPERS 15839I
PART D – Additional Qualification Designation AQD Codes

E-mail cognizant detailer and assistant documentation substantiating the
AQDs you are requesting (i.e. FITREP/Certificate/Letter of Designation/ etc.)
Be specific in what AQDs you are asking for (i.e. DIVO/DH/OIC etc.)
Once AQDs are awarded--allow up to 72 hours for AQDs to show up on OSR
alification: Designators: CWO 733X W2 to W5 only. LDO not authorized
ngth of validity: Indefinite
ZR" AQD = **36 months of I-Level Aviation Avionics experience** (officer or e

The comprehensive list of AQDs can be found at:

http://www.public.navy.mil/bupers-npc/reference/noc/NOOCSVol1/Documents/Manual%20I%2048_PT_D%20(AQD) .pdf

SPOUSE CO-LOCATION

- SPOUSE Colo detailing window is 12 months prior to PRD.
- Refer to MILPERSMAN 1300-1000
- Spouse Colo constituents are required to submit a NAVPERS 1301/85 (rev 09-2010) to their Detailer one time only, if Spouse Colo is requested. The only other time that the 1301/85 is to be submitted, is if the couple decides to opt out of the Colo process.
- Enlisted personnel will submit a NAVPERS 1306/7 to their respective detailer.

EFM Updates

- EFM updates are required every three years and as the rule, if your EFM expires during your 12 month negotiation window, expect a delay in order negotiations until EFM status is updated.

- EFM CAT 6 updates are required annually.

Career To Do's

- Review and manage your record frequently
  - Fitreps, Awards, Education, AQDs, Photo
- Get Smart on Board Processes and updating your record.
- Read Board PRECEPTS and CONVENING ORDER!
- Have a Plan! Think 2+ Tours Ahead as "Career Timing" promotes success.
  - Utilize NAVPERS Blue Book and Designator Glideslope Charts.
  - Successful careers take consistent management, education, flexibility, and communication (w/family, mentors, leadership & your Detailer).
  - Decision gates: PRD, Promotions, Retirement, Major

Aviation Command Screen Board (ACSB)

- Aviation Commander Command is highly competitive and critical for an LDO's career progression!
  - {This can't be overstated}
- What makes the difference:
  - O-4 Pinnacle tour fitrep ranking
  - Post Pinnacle tour assignment
  - Sustained Superior Performance throughout your entire record
  - Tour diversity and timing

ACSB Cont.

- All officers get three looks in two years. The first look will be approximately a year from your O5 selection. Your record competes against all 63XX designators for operational command CNATTU and NAWMU-1.
- On the second year, your record first goes into the 63XX tank, constituting your second look.
- If not selected from the 63XX tank in the second year, your record then goes into the Special Missions (SM) tank, normally for an

Aviation Major Command Screen Board (AMCSB)

- Aviation LDOs compete at the Aviation Major Command Screen Board (AMCSB) for NATTC Commanding Officer billet.
- On second look, if not selected for NATTC CO, or if NATTC CO is not in play, will waterfall into Special Missions Major Shore tank (if manning inventory allows). Special Missions include bases or facilities without an active runway and are world wide.
- Must have successfully completed a Commander Command tour.

Education

- Education is important! However, we are not looking for full time students. Sustained superior performance is still the most important aspect of your career.

- As you promote having a degree becomes more critical. Start early.

- Have a degree program established, and when the time allows, take a class.

Education cont…

- For new accessions, don’t expect your education to transfer from you enlisted record to your officer record. Official transcripts must be sent by the accredited organization, not the member.
- A large percentage of you have earned your Associates or Bachelors, but haven’t submitted them for entry into your record. If not in your record, sending transcripts to the board as correspondence is highly recommended.
- Please submit your transcripts to the below address.
  - Commander, Navy Personnel Command
  - PERS 45E
  - 5720 Integrity Drive
  - Millington, TN 38055

Acquisition Discussion

- Yes it is important for LDOs & CWOs to get your acquisition certification, given the opportunity (you are in a coded billet).
- Commander Command billets are coded for Level 3, Life Cycle Logistics.
- If your billet isn't coded and you are doing acquisition work, document it on your fitrep and have your command submit a TFMMS package requesting your billet be coded.
- Wing MO, CAGMO, L-Boat MO and CVN IM1 billets are now coded. Work is currently in progress to code O-4 OHO Tours, and align AQDs at CNATTUs, FRCs and AIMDs.

Acquisition Discussion

- If you are currently in a coded billet, you can get priority for class quotas. If you previously served in a billet that is now AQD coded, you can utilize your past experience for certification. Fitness reports must reflect acquisition work. Refer to DAU I-Catalog for key acquisition wording. Please utilize PERS-447 for specific questions on credit and certification.
- Sign into http://www.dau.mil/default.aspx to establish your profile and start you online

Officer Record Management

- Please use the below link for the all inclusive Officer Records Management Guide.

- This is a great tool. The link can also be found on our website.
- http://www.public.navy.mil/bupers-npc/officer/Pages/default2.aspx

Aviation LDO/CWO Inventory

3 AUGUST 16 BREAKDOWN

DESIG	RANK	BILLETS	PERSONNEL	DIFFERENCE	FY16 LOSS	FY16/17 GAIN
631X	CAPT	2	1	-1	0	
	CDR	5	16	11	2	
	LCDR	29	33	4	1	
	LT	27	33	6	0	
	LTJG	14	9	-5	0	
	ENS	11	9	-2	0	0/5
TOTAL	114%	88	101	13	3	0/5

DESIG	RANK	BILLETS	PERSONNEL	DIFFERENCE	FY16 LOSS	FY16/17 GAIN
7311	CWO5	2	2	0	0	
	CWO4	6	14	8	2	
	CWO3	26	14	-12	0	
	CWO2	20	18	-2	0	0/6
TOTAL	88%	54	48	-6	2	0/6

DESIG	RANK	BILLETS	PERSONNEL	DIFFERENCE	FY16 LOSS	FY16/17 GAIN
632X	CAPT	0	0	0	0	
	CDR	4	4	0	0	
	LCDR	11	23	12	6	
	LT	50	28	-22	1	
	LTJG	8	5	-3	0	
	ENS	18	10	-8	0	0/7
TOTAL	77%	91	70	-21	7	0/7

DESIG	RANK	BILLETS	PERSONNEL	DIFFERENCE	FY16 LOSS	FY16/17 GAIN
7321	CWO5	2	1	-1	0	
	CWO4	3	7	4	0	
	CWO3	18	8	-10	0	
	CWO2	26	13	-13	0	0/6
TOTAL	59%	49	29	-20	0	0/6

DESIG	RANK	BILLETS	PERSONNEL	DIFFERENCE	FY16 LOSS	FY16/17 GAIN
633X	CAPT	4	2	-2	0	
	CDR	43	27	-16	3	
	LCDR	98	80	-18	9	
	LT	138	160	22	0	
	LTJG	65	64	-1	0	
	ENS	26	57	31	0	1/23
TOTAL	104%	374	390	16	12	1/23

DESIG	RANK	BILLETS	PERSONNEL	DIFFERENCE	FY16 LOSS	FY16/17 GAIN
7331	CWO5	16	10	-6	2	
	CWO4	41	44	3	6	
	CWO3	118	78	-40	3	
	CWO2	69	82	13	0	0/27
TOTAL	87%	244	214	-30	11	0/27

DESIG	RANK	BILLETS	PERSONNEL	DIFFERENCE	FY16 LOSS	FY16/17 GAIN
636X	CAPT	2	2	0	0	
	CDR	21	12	-9	1	
	LCDR	30	33	3	1	
	LT	45	60	15	0	
	LTJG	25	26	1	0	
	ENS	26	21	-5	0	0/11
TOTAL	103%	149	154	5	2	0/11

DESIG	RANK	BILLETS	PERSONNEL	DIFFERENCE	FY16 LOSS	FY16/17 GAIN
7361	CWO5	5	3	-2	0	
	CWO4	15	19	4	2	
	CWO3	21	49	28	1	
	CWO2	86	46	-40	0	1/14
TOTAL	92%	127	117	-10	3	1/14

DESIG	RANK	BILLETS	PERSONNEL	DIFFERENCE	FY16 LOSS	FY16/17 GAIN
639X	CAPT	1	0	-1	0	
	CDR	6	8	2	1	
	LCDR	21	17	-4	0	
	LT	23	32	9	0	
	LTJG	12	7	-5	0	
	ENS	7	8	1	0	2/5
TOTAL	102%	70	72	2	1	2/5

Retirements

- Please notify your detailer 15 months prior to submitting your Voluntary Retirement. This assists us in properly planning your backfill as to not gap the billet. Please follow the guidance in MILPERSMAN 1810-020:
- Statutory Retirement: Automatic – Individual request not required to submit. Please notify your Detailer 15 months out for statutory retirement guidance.

Statutory Calculation:

LDO: 30 yrs (O4) / 35 yrs (O5) / 38 yrs (O6) plus 2 month and 1 day.

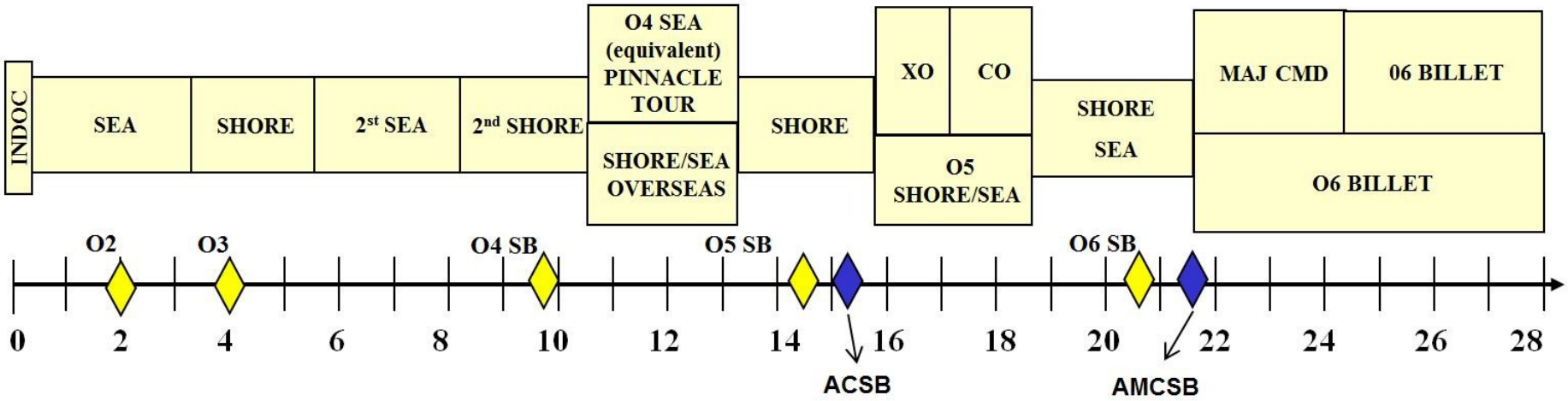
CWO: 30 yrs (CWO4) / 33 yrs (CWO5) plus 3 months and 1 day.

- Two time FOS: 1st day of the 7th month after the message is released

Board Nomination Process

- Getting (Officer & Enlisted) board experience as a member/recorder is a great opportunity to gain experience for future community leaders.
- If Interested: Send your Detailer an email expressing your interest in board participation. Your Detailer will put your name in the upcoming FY Board file for potential board selection.
- You must reapply each FY year for potential membership.

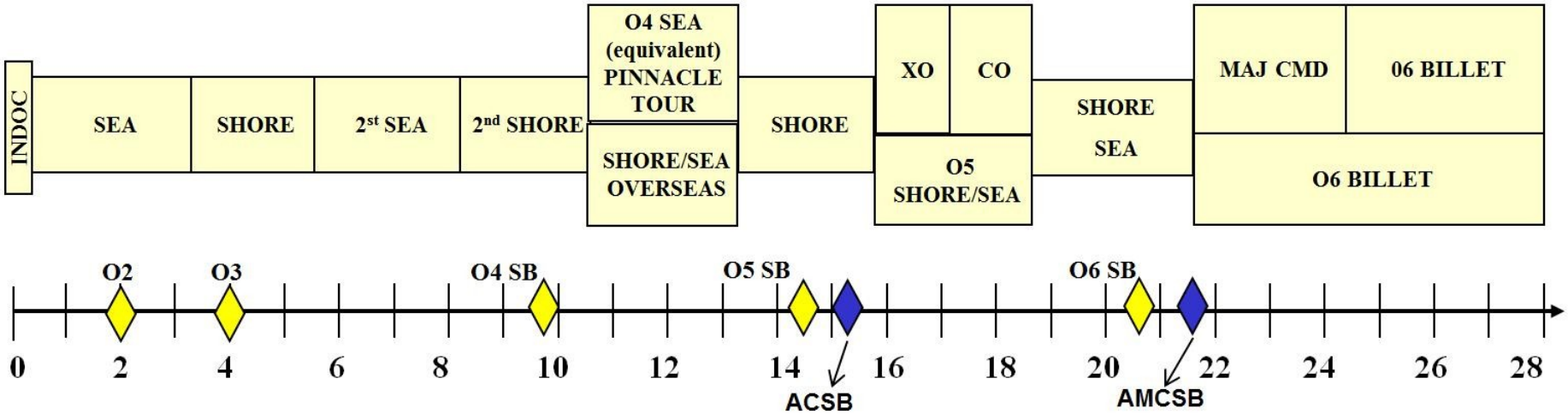
Aviation Deck LDO / 631X
GLIDESLOPE CHART



CVN: CAT & AG MO, ACFT FUELS BOS'N, AIR BOS'N LHD/A: ACFT FUELS BOS'N, AIR BOS'N, OVERSEAS SEA-SHORE CNATTU INST. F/F SCHOOL, NAS AIRFIELD BOS'N, STAFF	CVN FLIGHT DECK OFFICER, A/C SHOOTER, OVERSEAS SEA-SHORE OIC, ATG, TYCOM STAFF, NATTC, AIR TRAFFIC ATO NRD	CVN HANDLER OIC TYCOM STAFF NAVAIR STAFF NAWC	OIC TYCOM STAFF NAVAIR NAWC	CNATTU XO/CO NAWMU-1 CO NRD XO/CO AIR OFFICER CVN GUN BOSS NAWC- DIRECTOR SUP/SHIP CVN PJ MAJ STAFF	NATTC CO BASE CO NPC NAVAIR/NAVSEA: LNCH/RECV/AIDS/FLT LIAISON
Acquisition LVL I/II w/ Opportunity AQD SEA/SHORE			Aviation CDR Command Qualification	Acquisition LVL I/II/III w/ Opportunity Acquisition Core Member (LVL II/III required) AQD SEA/SHORE	
Bachelors Degree or Continued Education				Masters Degree	

NOTE: Sea / Overseas Shore Tours = 36 months. Shore Tours = 30 months. O4 Sea Pinnacle Tours: CVN HANDLER = 30 months.
Officers should complete O4 Pinnacle Tour prior to O5 Selection Board.

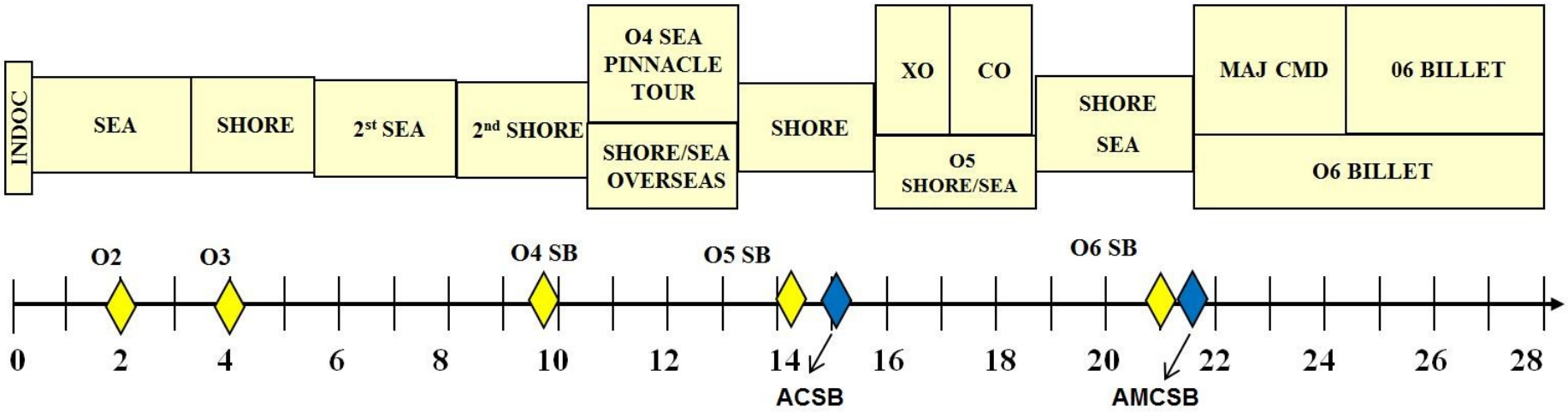
Aviation Operations LDO / 632X
GLIDESLOPE CHART



CVN: ASCLAS&ANAL AV MTOC: ASCLAS&ANAL AV TOC STFOPS WATCH OFF. NOPF- WATCH OFF. NRD CPRG-STAFF PLANNING CSF KITTERY- TAC INTEL/TRNG	CVN: ASCLAS&ANAL AV CVN: NTDS-CICWO CCSG STF REDI/OPS MTOC OIC TOC STFOPS WATCH OFF. HSC/L/M INST. TECH TACTRAGRUPAC	5TH FLT CCSG TYCOM STAFF PATWING INTEL OIC-TSC HSMW CNATTU	OIC TYCOM STAFF NAVAIR TOC	CNATTU XO/CO NAWMU-1 CO NRD XO/CO NASC PCOLA SCH ADMIN CNATT-DIRECTOR CNATT- ED TRA PLN CVN GUNBOSS	NATTC CO BASE CO NPC
Acquisition LVL I/II w/ Opportunity AQD SEA/SHORE		Aviation CDR Command Qualification		Acquisition LVL I/II/III w/ Opportunity Acquisition Core Member (LVL II/III required) AQD SEA/SHORE	
Bachelors Degree or Continued Education				Masters Degree	

NOTE: Sea / Overseas Shore , Shore Tours = 36 months. O4 Sea Pinnacle Tours = 36 month tours.
Officers should complete O4 Pinnacle Tour prior to O5 Selection Board.

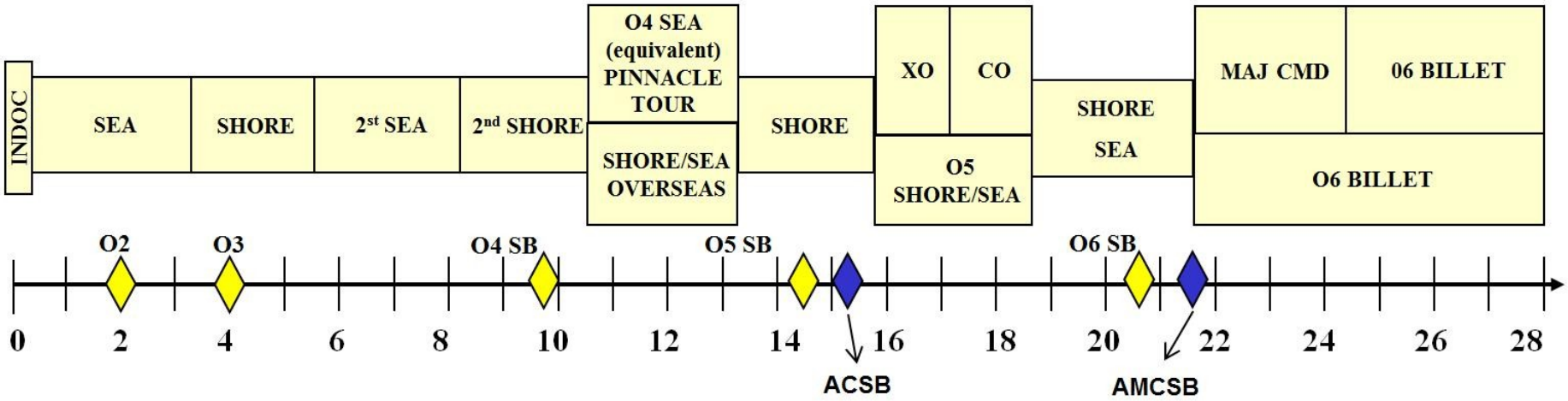
Aviation Maintenance LDO / 633x Glideslope Chart



CVN/SQD/FRC: AMO, MMCO, MCO, QAO, DIVO O, DETMO. NATEC CNATTU	WING STAFF- AMO READINESS OFFICER FRS/TEST SQD-AMO, MMCO, QAO, MCO NAVAIR, FIT TEAM, OIC, NATTC, CNATTU TRNG/MTU NETC STAFF	CAGMO CVN IM1 LHD/A- MO OIC SQD, STAFF, NAVMAC CNATTU	FRS MO TEST MO WING MO FRC PROD 'O' MAJOR STAFF NATTC OIC	CNATTU XO/CO NAWMU-1 CO NRD XO/CO CVN GUN BOSS TEST MO WINGMO NATTC OIC CNATT	NPC WING / TEST MO NAVAIR SAFECEN MAJOR STAFF CVN GUN BOSS CNATT	NATTC CO, BASE CO , NPC, NAVAIR, MAJOR STAFF, CNATRA MO
Professional Aviation Maintenance Officer (PAMO) Designation Acquisition LVL I/II w/ Opportunity AQD SEA/SHORE			Aviation CDR Command Qualification	Acquisition LVL I/II/III w/ Opportunity Acquisition Core Member (LVL II minimumrequirement) AQD SEA/SHORE		
Bachelors Degree or Continued Education,				Masters Degree		

NOTE: Sea / Overseas Shore Tours = 36 months. Shore Tours = 30 months. O4 Sea Pinnacle Tours: CAGMO = 24 months. CVN IM1 / LHD/A MO = 30 months. Officers should complete O4 Pinnacle Tour prior to O5 Selection Board.

Aviation Ordnance LDO / 636X
GLIDESLOPE CHART

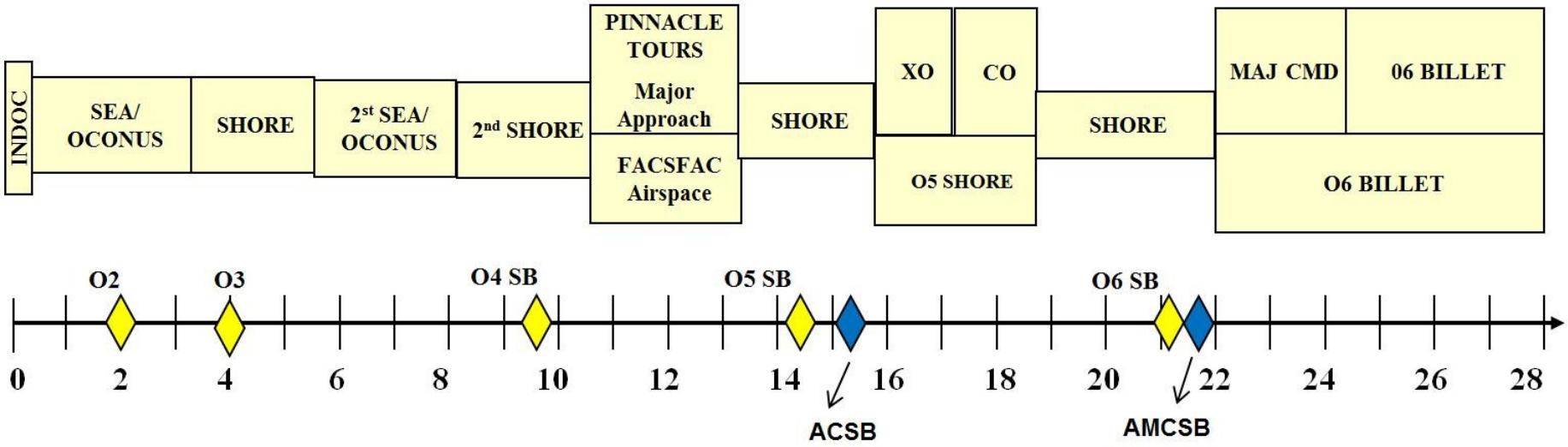


SQD ORDNANCE OFFICER CVN: G-4 ELEVATORS FRC AMMO MTL WEPS AMMO MTL TRAIN/STK CTRL NMC WEP ACTIVITY WEPS LOGISTICS	CVN G-3 WEP ASSEMBLY CVW GUNNER STF WEPS OIC SHORE ACT WEPS LOGISTICS CNAP/CNAL WSAT	CVN OHO LHD/A GUN BOSS NAVCENT JFCC MUNIT XO NAWMU-1 NMC OIC TYPE WINGS	OIC SHR ACT. CNAP OHO CNAL OHO NAVAIR NMC NPC	CNATTU XO/CO NAWMU-1 CO NRD XO/CO CVN GUN BOSS CNAP OHO CNAL OHO	NATTC CO BASE CO NOSSA PRGM DIRECTOR CNAF GUNBOSS
Aviation Ordnance Career Progression (AOOCP) LVL I Acquisition LVL I/II w/ Opportunity AQD SEA/SHORE			Aviation CDR Command Qualification	AOOCP LVL II/III, AQD SEA/SHORE Acquisition LVL I/II/III w/ Opportunity Acquisition Core Member (LVL II/III required)	
Bachelors Degree or Continued Education				Masters Degree	

NOTE: Sea / Overseas Shore Tours = 36 months,. Shore Tours = 30 months. O4 Sea Pinnacle Tours: OHO / LHD/A GUN BOSS = 30 month tours.
Officers should complete O4 Pinnacle Tour prior to O5 Selection Board.

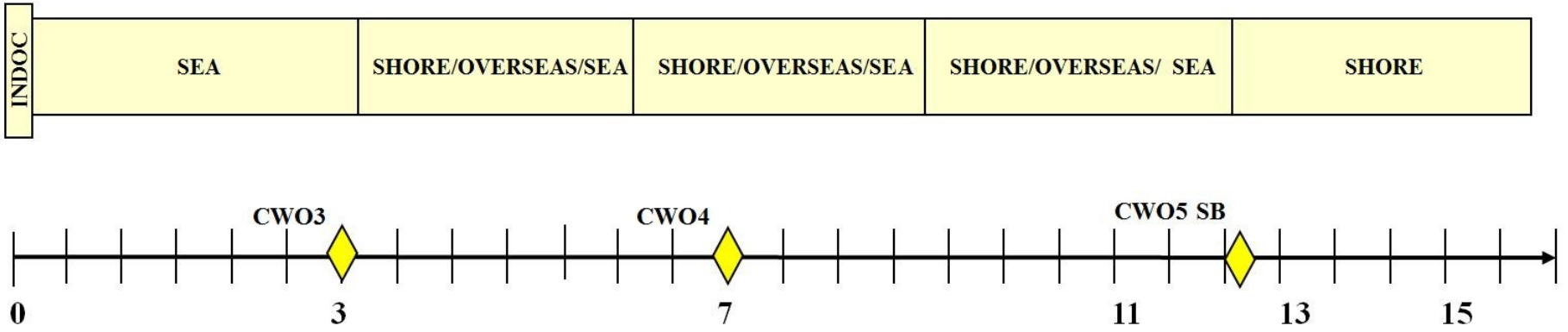
Aviation Air Traffic Control LDO / 639x

GLIDESLOPE CHART



CVN CATCC, LHA/D AATCC, NAS Air Traffic Control Facility Officer (ATCFO), FACSFAC ATCFO	NAS ATCFO, CVN CATCC, LHA/D AATCC, FACSFAC ATCFO, TACRON NAWC-TSD, NATTC Training Off (T/O), FAA-Air Traffic Org (ATO) (Wash DC)	Maj App Cntrl ATCFO, CTG-1, FACSFAC (Airspace) NAWC-TSD, NATTC T/O FAA-ATO	NATTC OIC, CNAP / CNAL, CNIC, FAA HQ Liaison Maj App Cntrl ATCFO, CTG-1, FACSFAC (Airspace)	CNATTU XO/CO NAWMU-1 CO NRD XO/CO --CMD/Professional-- OPNAV N980A (ATC RO), NATTC OIC CNAP / CNAL CNIC FAA HQ Liaison	Professional OPNAV N980A (ATC RO), NATTC OIC CNAP, CNAL, CNIC, FAA HQ Liaison	NATTC CO, BASE CO --- OPNAV N980A Naval Airspace & Air Traffic Control Standard & Evaluation Agency (NAATSEA)	
AQD SEA/SHORE, Acquisition LVL I/II w/ Opportunity			Aviation CDR Command Qualification, AQD 2D2	AQD SEA/SHORE Acquisition LVL I/II/III w/ Opportunity Acquisition 2D2 Department Head w/Opportunity Acquisition Core Member (LVL II/III required)			
Bachelors Degree or Continued Education Maj Approach Control (NAS) Fallon, Key West, Kingsville, Lemoore, Meridian, Oceana, Pax River, Pt Mugu, Whidbey				Masters Degree Mgmt Milestones: NATTC OIC, CNAP, CNAL, CNIC, FAA HQ			

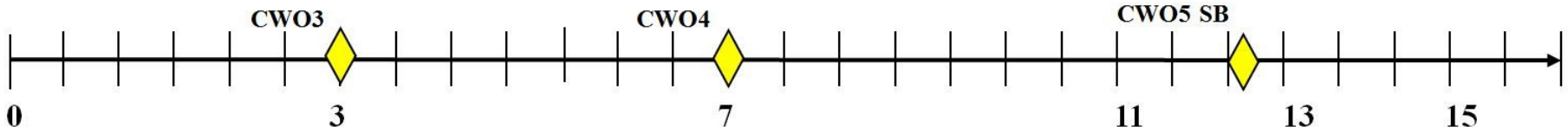
Aviation Deck CWO / 731x
GLIDESLOPE CHART



Aviation Operations CWO / 732x

GLIDESLOP CHART

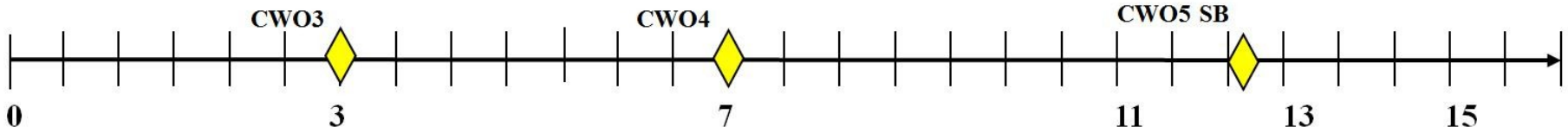
INDOC	SEA	SHORE	SEA	SHORE/OVERSEAS/ SEA	SHORE / OVERSEAS



CVN ASCLAS&ANALYSIS MTOC	INST TECH/AVOPS HSCWPNS SCHOOL INST. JT TEST OFFICER TOC	PATWING ASWOC TOC	TYCOM/MAJ STAFF NATTC TNG OPS SUPV
Acquisition LVL I/II/III w/ Opportunity AQD SEA/SHORE			
Bachelors Degree or Continued Education			Masters Degree
NOTE: Sea Tours / Overseas Shore – 36 months, Shore Tours = 30 Months. CWO5 Tours will automatically be set at 36 months, ashore.			

Aviation Maintenance CWO / 733x
Glideslope Chart

INDOC	SEA	SHORE	SEA	SHORE/OVERSEAS/ SEA	SHORE / OVERSEAS



CVN/LHD/A DO SQD: AMO, MCO, QAO, DIVO O, DETMO.	TYPE WING STAFF FRS /FRC/AIMD DO SQD AMO, MCO, QAO, DIVO NATEC OIC CNATTU TRNG/MTU NAWC TSD SAFETY CNTR BR HD	BUPERS S/D COMP SQD-AMO, MMCO, QAO, MCO, DIVO LHD/A AMO/PCO NAVAIR CNATT DET OIC NATTC CNATTU TRNG/MTU NETC STAFF	BUPERS S/D COMP SQD-AMO, MMCO, QAO, MCO, DIVO LHD/A AMO/ PCO NAVAIR CNATT DET OIC NATTC CNATTU TRNG/MTU NETC STAFF	OTC INDOC TRA CNATT DET OIC FRC NAVAIR

Professional Aviation Maintenance Officer (PAMO) Designation
Acquisition LVL I/II/III w/ Opportunity
AQD SEA/SHORE

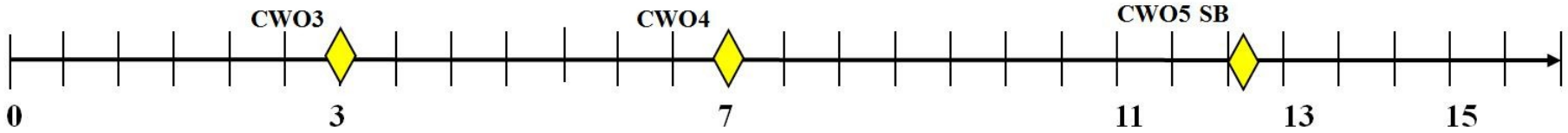
Bachelors Degree or Continued Education,	Masters Degree

NOTE: Sea / Overseas Shore Tours = 36 months. Shore Tours = 30 months. CWO5 Shore Tours 36 months.

Aviation Ordnance CWO / 736x

GLIDESLOPE CHART

INDOC	SEA	SHORE	SEA	SHORE/OVERSEAS/ SEA	SHORE / OVERSEAS



SQUADRON GUNNER LHA/D GUNNER	WEPS MNT SFWP MUDET NMC CED DET WPNS SCOL / INST. LANT NASC/AIR ENG FLT LIASN FRC A/C ARMEQ OIC SHR ACT. ECWS TRA PLN/INSP CPRWING	CVN AIR GUNNER FRS VFA GUNNER NSAWC/SFWD GUNNER INST. AV ORD STF WEP/TRNG VFA-101 / JSF VP GUNNER WPN SCOL/INST. PAC	NMC WEP ACT AOIC VX GUNNER CNATTU AOOCP INST.

AOOCP LVL I/II/III
Acquisition LVL I/II/III w/ Opportunity
AQD SEA/SHORE

Bachelors Degree or Continued Education	Masters Degree

NOTE: Sea Tours / Overseas Shore – 36 months, Shore Tours = 30 Months. CWO5 Tours will automatically be set at 36 months, ashore.

Talent Management

Initiative: Distribution of 30 Civilian Institution Graduate Education Opportunities

- Piloting 3 TYCOM selected officers in Fall 2015 to attend Yale, Dartmouth, and Harvard. Fall 2016 will expand to 30 officers, breakdown of designators include 6-13XX, 6-1110, 4-1120, 6-18XX, 3-1130, 3-1140, and 2-1200. NAVADMIN is in draft and policy changes are pending.

- Bottom line: The United States Navy has and values tremendously talented officers. These officers are welcome at the nation's leading institutions and the university, the Navy and the individual all benefit from this program. The flag leadership of each warfighting enterprise are investing in the future of their community by selecting proven at-sea leaders to further sharpen their intellect. This program is designed

Talent Management

- **Initiative: SECNAV Tours with Industry**

- Pilot program that started in Fall 2015 includes 5 Officers who will spend time with Amazon and FedEx. Program will expand to 10 Officers/10 Enlisted in Summer 2016, expanding to 30 in Fall 2017.

- Often we forget how good we as a service are at leadership. This is evidenced by the fact that poor leadership is so conspicuous to Sailors. The leadership of junior officers is in high demand from companies in the private sector. Likewise, our talented Sailors can learn tremendous lessons from private sector companies facing different constraints, challenges and organization structures. This program develops Sailors who seamlessly blend the service motivation and business acumen that are an essential and very real part

Talent Management

- **Initiative: Meritorious Advancement Program**
- Policy codified in NAVADMIN 141/15. Changed name from CAP to MAP. New program includes MAP season from 1 July – 31 August, with a redistribution season during September. Program will redistribute unused quotas in FY15 by allowing COs to return quotas or petition for additional quotas. New methodology better aligns MAP quotas to Commands with MAP eligible Sailors, expands the program to shore commands, and increases the total number of quotas.

- The people who see the quality of work watch-after-watch, shift-after-shift, inspection-after-inspection are typically in the best position to recognize and reward that work. This program expands the ability of the leadership triad to promote their “go-to” Sailors, based on merit. This program is designed for Petty Officer advancement.

Talent Management

- **Initiative: Career Intermission Program**

- Legislative changes in progress to increase cap from 40 to 400 participants and allow CIP under MSR/CSRB. Future development will expand to include flexible benefits, CIP length and payback options.

- The Navy's career timeline does not always match the seasons for individuals, families, or circumstances. Both the Navy and the individual suffer when either one is inflexible. This expanded program allows Sailors to create flexibility in career timing to better accommodate long-term career goals and to prevent short term detours from becoming permanent off ramps. This program is available to all Sailors making a commitment to the Navy.

Talent Management

- **Initiative: Online Detailing Marketplace**

- Establishes a transparent, online distribution marketplace to negotiate assignments. Pilot program began in September for 11 HR officers. Expanded pilot will increase the number of HR participants and include Information Dominance Community (~1000 officers). Intent is to provide a transparent, command-individual negotiation that better leverages the officer's interests and skill sets. Focus is on balance between a CMS-ID like process and a full marketplace process.

- There will always be "needs of the Navy" jobs and we will need to fill challenging, sea-going, heavy-lifting billets. The aim of this program, though, is to better match an individual's talents and interests with the needs of a command and to improve the transparency of this process. For now, this program is limited to the two specified communities; however, the intent is to continue expanding the

Talent Management

- **Initiative: Officer Statutory Promotion Board Changes**

- Board process is changing to better select based on “best and fully qualified” independent of promotion zone and timing. The current plan is for implementing in FY17 statutory boards.

- One thing has not changed. We will continue to strive to promote “the best” of those who are “fully qualified”. When a person meets this standard is when they should be promoted. Although the board changes are mostly internal, they strive to de-emphasize the role of zones and timing. These changes will be implemented on a rolling basis for all officer statutory (promotion) boards.

Talent Management

- **Initiative: Merit Promotion Reorder**

- Pending legislative changes to allow meritorious reordering of up to top 10% of board selections resulting in earlier promotions within the fiscal year. Software changes are required to implement and process will begin when software passes integrity checks.

- Historically, initial commissioning source and class rank in school established relative seniority order, which was replicated in every promotion phasing plan that officer worked through. This change allows the Navy to reward demonstrated performance, as recognized in promotion boards, and use that as a means to promote earlier in the fiscal year. These changes will be implemented on a rolling basis for all officer statutory (promotion) boards.

Talent Management

- **Initiative: Physical Fitness Program Update**

- NAVADMIN 178/15 announced changes. Short term policy change for Cycle 2 2015. Beginning January 1st, 2016 new policy in effect. Eases BCA standards coupled with more rigorous FEP standards seeks to ease BCA failures. Sailor has three opportunities to pass BCA, traditional Height/Weight chart, single-site abdominal circumference, and traditional body circumference technique. The allowable body fat percentage for each age group has been loosened and more closely aligns with DoD guidelines. Allowable failures decreased to 2 in 3 years from 3 in 4 years. Finally, also institutes BCA/PRT spot checks throughout cycle.

- The Navy wants a culture of fitness. A healthy Sailor is more productive and more resilient. This program begins to shift away from pass/fail testing mentality to continuous improvement of fitness. This program will apply to all Sailors.

Talent Management

- **Initiative: Increase in Maternity Leave**

- ALNAV 053/15 and NAVADMIN 182/15 announced new policy concerning Maternity Leave. The new policy grant up to 126 days of convalescent leave to a member who has given birth, as requested by the service member. This policy is retroactive for eligible members who gave birth to a child on or after 1 January 2015. ~ 5000 women will be eligible for this benefit on an annual basis (~4500 enlisted and ~500 officers). Paternity leave is not a form of convalescent leave; the 10 day paternity leave policy remains unchanged.

- The Navy must support healthy families. Having a family and having a Navy career must not be incompatible.

Talent Management

- **Initiative: Mil-Spouse Co-Location Policy**

- Policy revision (DODI 1315.18 and MILPERSMAN) in progress. Intent of program is to make co-location the standard across the fleet with non-co-lo the exception. Currently, there is no Joint Service Co-Location policy but we have a working group engaged to find a solution for working with the other services.

- This is another initiative to support healthy families. There is a saying that we “recruit the Sailor, but retain the family”. In this case, that challenge is doubled, as is the benefit.